

Opperman Foundation Gives \$1 Million to Library

The Dwight D. Opperman Foundation is donating \$1 million to the ongoing effort to reimagine the experience of Library visitors. The Phoenix-based foundation's donation to support design and construction of the new visitor experience is one of several major gifts to the project in 2020. It was announced on Dec. 2 just after Giving Tuesday.

As detailed in past issues of the Gazette (<https://go.usa.gov/x7SYW>), the Library is pursuing a multiyear endeavor to transform the experience of its nearly 2 million annual visitors, share more of its national treasures with the public and show how Library collections connect with visitors' own creativity and research.

"The Library of Congress is, in my opinion, the nation's greatest cultural institution," said Julie Opperman, chair of the Dwight D. Opperman Foundation. "I am pleased to help support this great initiative for people the world over to discover more of its unique and vast treasures."

The Opperman Foundation was established by Dwight D. Opperman upon his sale of West Publishing Company, where he was chairman and creator of WestLaw, the iconic legal information provider. The most noted philanthropist of his day in the legal and judicial community, Opperman wished to continue his efforts in a private capacity. Prior to his passing in 2013, he appointed Julie Opperman as the sole controller of his self-

OPPERMAN, CONTINUED ON 6

CARLA'S COLUMN



Shawn Miller

Looking Back on a One-of-a-Kind Year

Staff found innovative ways to advance the Library's mission under tough circumstances.

I want to wish everyone very happy holidays!

While this year has been so different from any that came before, this is still the most wonderful time of the year. It offers us time for reflection, gratitude and perspective. The year 2020 has been tough on all of us, but it is important to reflect on what we accomplished under difficult circumstances, and we should celebrate the outstanding work that the entire Library of Congress staff accomplished.

Your work has been a shining light of ingenuity and determination during a very trying time. It fully

exemplifies the commitment and "can-do spirit" that has always characterized the approach that helps the Library accomplish the extraordinary.

This year, despite the challenges, we continued to meet our mission to serve Congress and the American people in new and innovative ways. You never wavered on your commitment to make sure our vision of connecting with the public endures.

We celebrated the Library's 220th birthday remotely. The National Book Festival went virtual and

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DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at (202) 707-0033.

Craig Andrews
Lynette Brown
Sharron Jones
Marion Latta
Paul Sayers

Adenan Sharif
Susan Thaul
Terri Harris Wandix
Donna Williams

COVID-19 UPDATE

The Health Services Division (HSD) continues to monitor Library staff members with symptoms, clinical diagnoses or positive test results associated with COVID-19. On Dec. 3, HSD announced that 25 employees reported exposure to or symptoms of COVID-19 since its last report on Nov. 19. Most employees reporting symptoms are not diagnosed with COVID-19, but, out of caution, the Library is monitoring all reports of symptoms.

HSD is communicating with all staff members who become ill. In cases in which ill individuals were present in Library buildings, HSD is also notifying their close work contacts and cleaning and disinfecting the areas affected. The same process is followed when contractors in Library buildings become ill.

More information on the Library's pandemic response: <https://go.usa.gov/xdTV5> (intranet) or <https://go.usa.gov/xdTVQ> (public-facing staff web page)

GET YOUR FLU SHOT!

Dec. 15, 10 a.m. to 1 p.m.

Mumford Room, Madison Building

Sign up today (appointments required): <https://bit.ly/3ccCDhm>

Questions? Contact the Health Services Division at hso@loc.gov.

LEADERSHIP DEVELOPMENT PROGRAM INVITES APPLICATIONS

The Workforce Performance and Development Division is now accepting applications for the Leadership Development Program (LDP). The application period closes at 4:30 p.m. on Jan. 8.

LDP is a competency-based training program for staff in GS grades 11-13 interested in developing a foundation for effective leadership and supervision. Fellows participate in learning experiences designed to improve their current performance, enhance their leadership skills and increase their knowledge of Library operations. They also serve in a 120-day acting supervisory role. While not a placement program, LDP supports the Library's succession management strategy, which aims to ensure staffing to meet current and future business needs.

LDP is scheduled to begin in April 2021 and continue through June 2022. For details about the schedule, eligibility requirements and the application process, consult the Library's job announcement at <https://go.usa.gov/x7Nba>.

Questions? Contact Tonya Dorsey, LDP program manager, at tdor@loc.gov.

**Your Employee Personal Page (EPP) is at
www.nfc.usda.gov/epps/**

GAZETTE

LIBRARY
OF CONGRESS

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APRIL SLAYTON
Executive Editor

MARK HARTSELL
Publications Editor

WENDI A. MALONEY
Writer-Editor

CONTRIBUTING EDITORS
Deanna McCray-James, calendar
Kia Campbell, Moving On
Lisa Davis, donated leave

PROOFREADER
George Thuronyi

DESIGN AND PRODUCTION
Ashley Jones

MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

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Editorial: Mark Hartsell, 7-9194, mhartsell@loc.gov,
or Wendi Maloney, 7-0979, wmal@loc.gov

Design and production: Ashley Jones, 7-9193,
gaze@loc.gov
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GAZETTE DEADLINES

The deadline for editorial copy for the Jan. 8 Gazette is Wednesday, Dec. 30.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.

2020: A View from Around the Library

Three Library leaders comment on a record of achievement during an unprecedented year.

Principal Deputy Librarian of Congress



For many of us, when we think about the Library, it is easy to focus on the work being done in our particular unit and our individual contributions to that

particular effort. We all know that the Library is composed of many different programs, services and collections. But in practical, day-to-day terms, it is easy to lose sight of that bigger picture and to focus on what fits in the palm of our hands, so to speak.

In my own work, I often need to take a 10,000-foot view of the Library. From that vantage point, I can clearly see just how interconnected we all are. So much of our work across the agency requires the collaboration of many individuals, in many different units, coming together at various stages of the process to expertly and efficiently get the job done. We succeed when we all do our parts to contribute to the whole.

In any other year, it is easy to get caught up in the work, to lose sight of just how interconnected we all are and to take for granted those close working relationships we've all come to rely upon.

But this year has been unlike any other. It started off like so many other years before, of course, but the coronavirus pandemic stopped us all in our tracks. The work we once did side-by-side would now need to be done at a distance. We would have to be physically removed from our workplaces and from our colleagues. The Library

was faced with an incredible challenge and, together (at a safe distance), we met that challenge head on. We assessed our work, reconsidered our workflows and found new ways of doing business with each other as well as with the Congress and the American people.

As I think about 2021, I am hopeful that a safe and effective vaccine will enable us all to return to the Library in good health and good spirits. I look forward to the time when we're able to fully open our doors again to the public. And I also look forward to drawing on the successes of 2020 and taking our lessons learned into a new year.

—Mark Sweeney

Register of Copyrights



2020 marks the 150th year of the Copyright Office, a remarkable year of both challenges and milestones. Throughout it all, our staff's resourcefulness

has made it possible to ensure that our operations continue to run smoothly. We are fortunate to have such committed and talented employees, dedicated to serving the public and the copyright system as a whole, even in difficult times.

While the pandemic posed unprecedented challenges, the office responded quickly. We immediately launched copyright.gov/coronavirus to inform the public of pandemic-related changes. We also used our authority under the newly passed Coronavirus Aid, Relief, and Economic Security Act, along with existing flexibilities, to accommodate many day-to-day issues experienced by the public.

At the beginning of the pandemic,

most staff teleworked, operating in an entirely remote environment. They continued examining copyright claims, recording documents, providing policy analyses and expert advice and assisting the public. Initially, the office did not process mail at the Madison Building but stored it off-site. By the end of summer, however, we were able to return to handling mail on time and processing physical payments and recordation documents, and we started to examine registration applications with physical materials.

We accomplished much despite working apart. In fiscal 2020, the office registered almost 450,000 claims for registration and recorded over 7,000 documents containing titles of almost 235,000 works. We helped answer the public's questions and requests, responding to over 170,000 inquiries and retrieving and copying thousands of copyright deposit records. We worked closely with Congress on proposed legislation, produced a report on section 512 of the Copyright Act, provided legal counsel regarding Supreme Court matters, managed cable and satellite royalty fees (including over \$1.4 billion in statutory license fiduciary assets), participated in international negotiations and worked with interagency colleagues to review foreign copyright legislation. The office also started to move copyright deposits into its new, modern storage facility, something we had planned for years and were still able to unveil on time.

2020 also underlined the importance of technology. Many of us continue to work primarily from home while connecting online with our colleagues and the public. Our modernization initiative is well underway and will improve the efficiency of our services, both internally and externally. This past year, we made progress on a number of related efforts, including launching an electronic

AROUND THE LIBRARY, CONTINUED ON 6

Citizen DJ Showcases the Library's Sonic History

Hip-hop lovers can now mix their own beats using Library sound clips.

BY SAHAR KAZMI

In the earliest days of hip-hop, artists and DJs could often be found gathering in the predawn at record conventions or huddled over crates of vinyl in search of the perfect snippet of sound to invigorate their music. The hunt for rare sonic treasures, called crate digging, was once an art unto itself. This year, Brian Foo, a 2020 LC Labs innovator in residence, helped to revive that excavationist spirit in the digital world with his music-mixing project, Citizen DJ.

An open-source application created in partnership with LC Labs in the Office of the Chief Information Officer (OCIO), Citizen DJ enables users to create their own beats and mixes using thousands of sound clips from the Library's free-to-use audio and moving image collections.

At the National Book Festival in September, Foo joined internationally renowned DJ Kid Koala and representatives of youth-based nonprofits to discuss hip-hop and present a "mega-mix" of beats made from the Library's audio archives (<https://bit.ly/33xUMDI>). The result was a collaboration harkening back to hip-hop's experimental roots, allowing students and educators the opportunity to explore unique and historically significant sounds in a brand-new environment.

"The Citizen DJ interface was designed to build on the feeling and function of crate digging. My goal was to make it as easy as possible to discover, listen to and access large amounts of sounds from a music-making point of view," said Foo.

While these sounds – which include samples from comical



Brian Foo (top left) and John Fenn of the American Folklife Center (top right) participate in a National Book Festival program showcasing Citizen DJ.

skits, popular songs, dramatic monologues and even interviews – are individually varied, collectively, they offer a connection to the long-standing practice of historical borrowing common in hip-hop culture.

"A high schooler who grew up with parents and grandparents listening to Al Green or Carmen McRae can now sample the Library's Green and McRae interviews in their own tracks," Jaime Mears, LC Labs senior innovation specialist, said. "It's exciting to see how Citizen DJ can help create bridges between the Library's historical holdings and the musical traditions of our communities."

An avid crate digger himself, Foo sees the application as a public resource that provides access to an untapped palette of sounds. Working with OCIO's User Experience Design team, he responded to hundreds of suggestions received during Citizen DJ's pilot phase, updating the application to be as compatible as possible with existing music production software and digital audio workstations. In addition to being both mobile and screen-reader friendly, raw sound clips and longer beats created with Citizen DJ can now be easily downloaded, remixed and further transformed.

"During user feedback, we heard from amateur hip-hop producers, professional musicians, filmmakers, educators, students and many types of artists," Foo said. "The fact that 91 percent of those respondents agreed that Citizen DJ is for 'people like me' shows that this project has the ability to reach and engage a truly diverse audience."

From the creativity of this audience, the Library may be able to tell new stories about its universal collections. Key elements of hip-hop – including DJing, emceeing, break dancing and graffiti – are critical to the work of the nonprofits who participated in the National Book Festival's Citizen DJ showcase. But it was another element that inspired them to lend their voices to the project: knowledge.

"As an art form known for recycling and reclaiming cultural artifacts, hip-hop music made with Citizen DJ not only honors the referential history of the genre, it speaks directly to the Library's mission to create new points of access for its vast body of wisdom," Kate Zwaard, the Library's digital strategy director, said.

Explore Citizen DJ: <https://citizen-dj.labs.loc.gov/> ■

QUESTION & ANSWER



Takako Hutchinson

Takako Hutchinson is a processing technician in the Asian Division.

Tell us a little about your background.

I was born and raised in Japan. After graduating from Nagasaki University with a B.A. in education, I worked for 15 years as an elementary school teacher in the Nagasaki Public Elementary School. When I first came to the U.S., I worked as an import and export coordinator for a major plastics products manufacturer.

What brought you to the U.S. and to the Library?

I came to the U.S. when my husband, who was serving in the U.S. Navy, was transferred to Great Lakes, Illinois. I met him when he was stationed in Sasebo, Japan. We moved to Virginia about 10 years ago. I came to the Asian Division four years ago as a volunteer. I subsequently worked in the division as a contractor for the

division's binding and inventory control contract. First, I served as a quality inspector, then as project manager. When a staff position in the division opened up, I jumped at the opportunity.

Describe your job.

I receive and shelf new items coming into the Japanese collection, update item and holdings records, house damaged items and retrieve and serve items for patrons and reference librarians. I also review the work done by the binding project contractors.

What are some of your standout projects so far?

I have identified and recommended correction of errors in bibliographic records for Japanese titles. I compiled the required information into a spreadsheet

and sent it to catalogers for correction. Currently, I am working on a spreadsheet identifying Japanese serials that are available both in print and through the Library's electronic resources.

What do you enjoy doing outside work?

I like watching movies, especially Korean drama. I also enjoy cooking and baking – I'm constantly searching for and trying out new recipes.

What is something your co-workers may not know about you?

My commute to the Library is more than two hours each way. It's a long trip, but my family loves to live in the countryside. I wake up every day to a beautiful view of nature! ■

SOCIALLY DISTANCED CFC 5K FUN RUN



Alison Hall

Instead of hosting a group fun run this year, the Combined Federal Campaign (CFC) charity drive (<https://go.usa.gov/x7S8W>) encouraged participants to run or walk on their own in November and send pictures. Alison Hall of the Copyright Office and her daughter Megan ran on Thanksgiving on a trail near their Virginia home. Megan placed first in her age group (18 and under) for her pace.

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funded charitable foundation.

“The Opperman Foundation’s support will help transform the way visitors experience our national library, and we are grateful,” said Librarian of Congress Carla Hayden. “Future visitors to the Library of Congress will discover the many treasures held here to document our nation’s history and creativity.”

In early 2020, Julie Opperman extended the mission of the Opperman Foundation by creating the Justice Ruth Bader Ginsburg Woman of Leadership Award. A decadeslong friend of Dwight Opperman, Ginsburg asked Julie Opperman to establish and carry out her sole legacy award.

Honored to fulfill the request, Opperman selected the Library of Congress as the permanent home of the annual ceremony and gala. Dwight and Julie Opperman had been long-term donors to the Library, and she is delighted that this latest donation will further help the Library to be more responsive to the public.

The Opperman gift will build on the significant investments of Congress and private philanthropy in the Library’s infrastructure. Earlier in 2020, philanthropist David Rubenstein announced a lead gift of \$10 million to support the visitor experience plan, and the Annenberg Foundation donated \$1 million as well as a collection of photographic prints. Design work is now underway for the project.

The visitor experience project has continued to receive support from Congress, with \$20 million appropriated so far as part of this public-private partnership.

While Congress has invested generously in the Library over its history since 1800, private philanthropy also has played an important role in the development of the Library and other cultural institutions. Private-sector donors have funded exhibitions and programs, including the creation of the Library’s John W. Kluge Center and Kluge Prize for Achievement in the Study of Humanity, which is currently honoring political theorist Danielle Allen, as well as creation of the Library’s Packard Campus for Audio-Visual Conservation in Culpeper, Virginia. ■

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recordation pilot, working on the Enterprise Copyright System user experience and platform services and taking forward the Copyright Public Records System pilot, record book digitization and registration and licensing modernization. These projects will continue next year.

As 2021 nears, I am confident and optimistic. The office has shown itself to be capable and adept, even in trying times. We will continue to provide high-quality services as we examine copyright claims, record documents, give expert advice to Congress and other government agencies and provide the public with copyright information. While we do not know how long the pandemic will last, the office will always help fulfill copyright’s constitutional mandate to “promote the Progress of Science and useful Arts, by securing for limited Times to Authors and Inventors the exclusive Right to their respective Writings and Discoveries.”

—Shira Perlmutter

Congressional Research Service Director



It goes without saying that 2020 has been a year unlike any other. The COVID-19 pandemic has significantly impacted each of our lives in many ways. On

a personal level, many colleagues have had to balance work with expanded childcare and caregiving duties, adapt personal routines and traditions to meet public health guidelines, postpone or cancel participation in important life events and manage new and expanded sources of stress. And over the summer, citizens across the country expressed outrage and frustration following the tragic deaths of George Floyd, Breonna Taylor and Ahmaud Arbery, among others – raising important conversations regarding longstanding challenges, including systemic racism.

The pandemic has also required a number of changes at work. The majority of Congressional Research Service (CRS) employees continue to work remotely as part

of the Library’s expanded telework policy. Employees who have resumed performing a portion of their duties on-site have adjusted to new health safety protocols and procedures.

Despite these changes and challenges, CRS staff have risen to the occasion and seamlessly continued to provide Congress with timely research and analysis of the highest quality. I want to recognize our staff, along with our many colleagues from across the Library, whose hard work and dedication made this possible. I deeply appreciate these efforts, and I am honored to be part of an organization with such talented, knowledgeable and mission-focused colleagues.

Since the start of the pandemic, CRS has launched a COVID-19 resource page (<https://go.usa.gov/x7hTC>) and published more than 1,000 written products related to the pandemic that address a broad range of policy and legal topics. We have also continued to provide a high volume of consultative support – meeting with members of Congress and congressional staff via virtual collaboration software, such as Skype and

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attracted thousands of new visitors. We participated in virtual town halls hosted by members of Congress. A new LOC Collections app introduced our digital treasures to teachers and students. The new Citizen DJ project allowed music lovers to remix historical tunes and speeches. Virtual author talks helped audiences understand the history and current experience of pandemics and addressed racial injustice. And, our By the People transcribing program invited people to dissect century-old manuscripts so we can make them accessible for all.

Whether you supported the Library's shift to virtual programming, found new ways to accomplish your work from home or used the pandemic period to focus on new aspects of your work, I am incredibly proud of you.

And, to the employees who are back working on-site, I appreciate your dedication to your work and the commitment you've made to the health and safety practices that are keeping our community as healthy as possible.

I want to give a special shout out to the many people who have helped the Library continue to thrive and operate safely during the pandemic. The Pandemic Task Force brought together leaders from across the Library to ensure that we had a clear and consistent plan to address the pandemic. Dr. Sandra Charles, the Library's chief medical officer, and the Library's Health Services Division have worked tirelessly to track symptoms and cases of COVID-19 among Library staff, monitor conditions and ensure that Library employees have the most up-to-date health and safety information about the pandemic. And, Operations Committee members and facilities staff continue to work tirelessly to ensure that our buildings are clean and employees on-site have the resources they need to stay safe while they do their jobs.

There is so much to be grateful for and hopeful about as we enter a new year. Our promise to continue to engage with the public whether in person or online is more vital than ever – plans for the Library's new visitor experience are underway, modernization of the Copyright Office continues, and of course we are preparing to welcome, inform and serve the 117th Congress.

Brighter days are ahead for all of us in 2021, and we will continue to support one another as we continue to endure this pandemic. We will get through this together.

In the meantime, I hope that you and your family are taking every step you can to ensure that you stay safe and healthy. Wear a mask over your nose and mouth when you are outside your house

and around other people. Wash your hands often. Avoid crowded places where you may be exposed to COVID-19.

I know it is hard to stay vigilant after so many months of missing out on public events and face-to-face experiences with family and friends outside our households. But an end to the pandemic is coming, and we just have to stay strong for a few more months.

In the meantime, let's remember the true meaning of the season: connecting with family, friends and colleagues – even if we have to do it all digitally this year.

Once again, I wish each and every one of you a happy holiday. Sending you all a virtual hug and a fist bump! Please take care and stay safe. We'll be together again soon. ■

CELEBRATING THE SEASON



Roswell Encina

The Library inaugurated the festive season last week with the unveiling of an enormous Christmas tree in Madison Hall.

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Webex, and testifying virtually.

CRS ended the fiscal year having resolved more than 75,000 congressional requests for custom consultative support. It published 1,300 new and 2,600 updated general distribution products. The service also transitioned its in-person seminar and training program to an entirely virtual model, adapting its programing for the webinar format. Since March, we've held more than 140 webinars for Congress and hosted more than 5,000 congressional participants. We have also reopened access to the La Follette Congressional Reading Room by appointment with enhanced health and safety protocols and procedures.

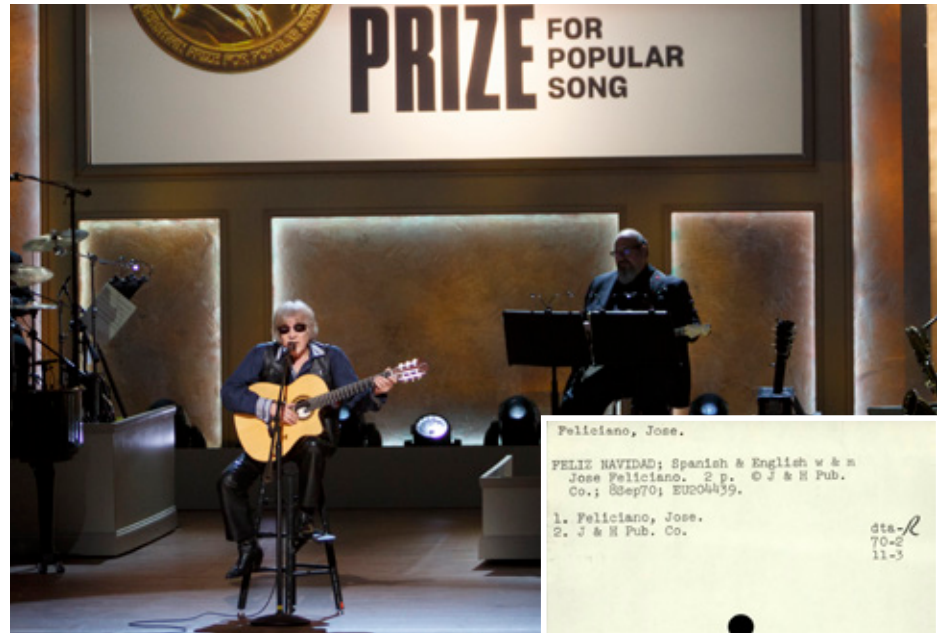
The service has also been busy working on a number of institutional initiatives. In collaboration with the Office of the Chief Information Officer, we made significant progress on a multiyear initiative to modernize our mission-critical information technology systems. We conducted an effort to identify ways to enhance internal development and training opportunities, modernized our staff intranet, surveyed Congress regarding our products and services and continued to strengthen our knowledge management capacity.

Looking forward to 2021, we will welcome a new Congress that will include more than 60 new members of the House and Senate. CRS experts have already started briefing members-elect to support them as they transition into their new legislative roles. Research planning for the new Congress is also underway. We are evaluating policy and legal issues that are likely to be of interest to the 117th Congress and preparing for how best to provide that information to Congress in a largely virtual environment.

As we approach the end of the year, I wish everyone a happy and restful holiday season, as well as a healthy 2021. ■

—Mary Mazanec

'FELIZ NAVIDAD' TURNS 50



José Feliciano's wildly popular holiday classic, "Feliz Navidad," has passed the 50-year mark. The nine-time Grammy winner registered the words and music to his bilingual song with the Copyright Office on Sept. 8, 1970, as recorded on the card shown above from the office's card catalog. Here, Feliciano performs at the 2019 tribute concert for Emilio and Gloria Estefan, recipients of the Library's Gershwin Prize for Popular Song.

BENEFITS OPEN SEASON DEADLINE

The 2020 federal employee benefits open season ends on Dec. 14. Enrollment changes will take effect the first full pay period of Jan. 2021.

During open season, staff can:

- Enroll in a health insurance plan under the Federal Employees Health Benefits Program or change an existing enrollment by using their Employee Personal Page (<https://www.nfc.usda.gov/EPPS>). View 2020 premiums, plan brochures and comparison tools at <https://go.usa.gov/x7yZm>.
- Enroll in a vision and/or dental plan under the Federal Employees Dental and Vision Insurance Program or change or cancel an existing enrollment at www.benefeds.com or 1-877-888-3337/TTY 1-877-889-5680.
- Sign up for flexible spending accounts for health or dependent care under the Federal Flexible Spending Account Program at www.fsafeds.com or 1-877-372-3337/TTY 1-866-353-8058.

If staff do nothing during open season, they will continue to be covered by their current health, dental and/or vision plans, although benefits, premiums and coverage options may change. However, flexible spending accounts will not continue automatically; it is necessary to re-enroll to continue.

Questions? Visit the website of the Office of Personnel Management (www.opm.gov/insure) or contact the Human Capital Directorate's customer service desk (202-707-5627) or portal (<https://bit.ly/31fqIKw>).